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First Effects of U.S. Budget Cuts Beginning to Hit Many Colleges

Biggest impact won't be felt until next year; some officials are optimistic

By JANET HOOK and KIM McDONALD

Rutgers University was recently warned that its largest research contract with the federal government might be cut in half this year. The university also lost $119,000 in support for its pharmacy school. And it had to eliminate a program it ran last year to address the problems of the elderly.

At the Borough of Manhattan Community College, the 16-person staff of its financial-aid office was cut by one quarter. Its buildings now are not cleaned on weekends because maintenance workers supported by a federal public-service-job program have been laid off. And it had to find extra money to help its nursing students pay their tuition this fall.

Despite the continuing uncertainty in Washington over the final shape of the fiscal 1982 federal budget, those two institutions, and many others, have already begun to feel the effects of the massive retrenchment in federal aid to higher education that has been under way in Washington since President Reagan's inauguration.

Not All Are Pessimistic

The effects are being felt even though the bulk of the President's economic program did not take effect until October 1, when fiscal 1982 began, and despite the fact that the full results of many of the changes in tax laws and federal spending will not be seen on college campuses until next year.

Not all campus assessments of the President's economic and budget-cutting programs are pessimistic, however. Some college officials say their institutions will benefit if the Reagan Administration succeeds in reducing inflation. Others are optimistic that newly enacted tax cuts will spur private giving to colleges and universities. Still others say they are waiting to see what further budget cuts Congress approves before they pass judgment on what the federal government has wrought.

Even before Congress enacted a budget resolution this summer requiring reductions of $35-billion in federal spending in fiscal 1982, legislators had cut about $14-billion from the fiscal 1981 budget. Those reductions included the elimination or sharp curtailment of many programs aiding higher education, cuts that were the source of some of Rutgers University's recent losses.

In 1980-81, Rutgers received $119,000 in

Continued on Page 12, Column 1

Special NCAA Convention to Tackle Football Powers' Bid for Bigger Role

By LORENZO MIDDLETON

ST. LOUIS

The National Collegiate Athletic Association has called a special convention here this week in an attempt to prevent colleges and universities with major football programs from splitting with the 75-year-old association.

The meeting will focus on recommendations to reduce the number of institutions in the N.C.A.A.'s top football division and to lessen the influence of non-football-playing institutions on big-time football.

There is little question that the football powers, who believe they now have too little influence in important N.C.A.A. decisions, will emerge from the meeting a more powerful and exclusive group within the athletic association.

The 61 institutions with major football programs that make up the College Football Association must then decide whether they are satisfied with the changes. The C.F.A. members plan to make that decision at a special meeting here, following the close of the N.C.A.A.'s special convention.

TV 'Property Rights'

The football-association members also will decide whether or not to go ahead with a contract with NBC-TV that would conflict with the N.C.A.A.'s agreement with the other two major networks.

Claiming that only the N.C.A.A. is authorized to make deals for televising its members' games on major networks, the athletic association has threatened to take disciplinary action against institutions agreeing to the C.F.A. contract. Two lawsuits have been filed by C.F.A. members to stop such action. The lawsuits maintain that the N.C.A.A.'s position amounts to an illegal taking of the "property rights" of its members.

Court hearings have been delayed until after the special meeting, which is taking place just five weeks before the athletic association's regular annual convention, to be held this year in Houston.

Most C.F.A. members have maintained

Continued on Page 10, Column 1

NIH Halts 2 Grants to Rule-Breaking Researcher

By KIM McDONALD

WASHINGTON

The director of the National Institutes of Health has terminated two of the four grants awarded by the agency to a University of California professor who violated federal rules by performing the first known genetic-engineering experiments on humans.

The unprecedented decision ends a year-long contr[illegible] when Martin J. [illegible] the [illegible]

that Dr. Cline had violated federal regulations that protect human subjects as well as the institutes' guidelines for recombinant-DNA research when he performed the experiments in July, 1980.

Three N.I.H. advisory councils then considered what action should be taken against Dr. Cline, who received more than $250,000 from the institutes this year. Their recommendations—to terminate two of his four grants—were accepted late last [illegible]th by Thomas E. Malone, acting direc[illegible]stitutes.

[illegible]re action was requested [illegible] of the National [illegible]tute, which [illegible]

UCLA DAILY BRUIN

U.C.L.A.'s Martin J. Cline

News Summary

Articles on inside pages

Two unions vying for the votes of 20,000 faculty members in the California State University system are exchanging increasingly bitter charges. Story on Page 4.

M.I.T. faculty members and administrators have endorsed affiliation with a $120-million biomedical research institute. Story on Page 3.

Congress reconvenes this week with basic questions unresolved on how much the government will spend on education. Story on Page 11.

The skills that college-bound students should possess have been listed by a faculty committee representing California's public colleges and universities. Story on Page 6.

Tougher rules governing the reporting of abuses in the treatment of human research subjects are being prepared by a Presidential commission. Story on Page 11.

John B. Slaughter, director of the National Science Foundation, hopes to develop joint science-education and research projects with private foundations. Story on Page 13.

A former basketball player at Boston College and four other people have been convicted in a point-shaving scandal. Story on Page 10.

Administrators' pay has risen an estimated 9.5 per cent since last fall. Story on Page 9; Fact-File and Chronicle Survey on faculty pay on Page 8.

The "blockbuster complex" has not spread to university presses, but many of them are using more big-business techniques. Story on Page 17.

Britain's universities have begun to announce how they will make the budget cuts required by the government. Story on Page 15.

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Top Officials to Recommend that MIT Affiliate with Controversial Institute

CAMBRIDGE, MASS.

In a joint letter to the faculty, the president and provost of the Massachusetts Institute of Technology have said that they will recommend that M.I.T. affiliate with an independent biomedical research institute.

The M.I.T. Corporation, the university's governing body, is expected to approve affiliation with the new research institute, which has been the subject of considerable debate during the past eight months, at a meeting this week.

President Paul E. Gray and Provost Francis E. Low sent the joint letter after a straw vote by some 350 faculty members indicated substantial support for M.I.T.'s affiliation with the proposed $120-million Whitehead Institute for Biomedical Research.

In their letter, the administrators guaranteed that faculty concerns over the relationship of the Whitehead staff to the M.I.T. faculty would continue to be addressed. They also told faculty members that the administration was "grateful for the care you have given" to discussions of the institute and that "the proposal is stronger because of your concern."

The research institute is to be headed by the Nobel laureate David Baltimore, professor of microbiology at M.I.T., and will have a staff of 10 to 20 professors selected mutually by M.I.T. and the institute, with each holding an M.I.T. appointment.

It is named for Edwin C. Whitehead, one of the country's wealthiest men. The former owner of Technicon Corporation and the majority stockholder in Revlon Inc., Mr. Whitehead has pledged a $100-million permanent endowment for the institute on top of $20-million for construction and $5-million to be drawn annually from a trust fund for operations.

In addition, he has offered M.I.T. a no-strings-attached gift of $7.5-million, which the university would use in its own biology department.

—E. PATRICK MC QUAID

Boards of Trustees of Community Colleges of the State University of New York.

Nassau Community College is part of the state university system, and Mr. Fitzgibbons was expected to be confirmed without difficulty by the system's trustees.

The indictment alleges that Mr. Gwydir and a Nassau vice-president improperly hired relatives of college officials—including Mr. Gwydir's son—as employees of a Comprehensive Employment and Training Act program run by the college. Three other officials were also indicted, on other charges. All five have pleaded innocent.

▪ Student Who Was Raped Files $10-Million Suit

An 18-year-old student at the University of California at Berkeley who was raped in her dormitory room has filed a $10-million negligence suit against the university, charging that it failed to correct security problems at the dormitory. The plaintiff, identified in the suit only as "Jane Doe," is being represented by Melvin Belli, a well-known San Francisco lawyer.

▪ Appeals Court Rules Title IX Covers Only Direct Aid

The U.S. Court of Appeals for the First Circuit has held that Title IX of the Education Amendments of 1972 applies only to educational programs that receive federal aid.

The anti-sex-bias law has been interpreted by the federal government as applying generally to institutions that receive federal funds, not just to the specific programs that directly receive such money.

The appeals court ruled in a sex-bias case brought by Ruth F. Rice, a law student at Harvard University. She argued that since the law school received federal aid under a work-study program, the entire school was covered by the law.

The court said Title IX would not apply unless she alleged bias in the operation of a particular program that received federal aid.

▪ N.C. Students Still Trying to Elect a President

Since April, there have been so many elections and run-offs for the post of student-government president at the University of North Carolina at Greensboro that people are losing count.

The outcome of the first election was challenged, as were results of at least one—and possibly two or three—run-offs. This fall, a clear winner finally emerged, but he resigned after being indicted on charges of credit-card fraud.

Last month, another round of voting was held, but before the results were announced one candidate told the student senate that he had obtained 50 blank ballots with the intention of trying to fix the election. Although he never enacted his plan, he withdrew from the race and the election was nullified by the senate.

Another vote was scheduled to take place last week, but at least eight candidates had entered the field and a run-off was seen as unavoidable. The winner, if any, will serve until mid-April.

▪ Gas Leaks Force Closing of Northern Arizona U.

Students at Northern Arizona University began Thanksgiving vacation a week early when university officers closed the campus because flammable gases had been detected in several buildings.

Fire officials and inspectors from the Southern Union Gas Company said there was no immediate danger on the campus, a university spokesman said. But the administration sent 13,000 students home anyway, both because parents had been upset by reports about the gases and because contractors installing a new natural-gas line on the campus will be able to complete their work more quickly if everybody is away. The spokesman said the gases, discovered by gas-company employees, were not believed to have leaked from the old natural-gas lines, but it is not yet clear where they did originate.

▪ Southern Cal. Students Rally Against High Tuition

Several hundred students at the University of Southern California chanted, "No Way, We Won't Pay" and wore buttons proclaiming, "The Buck$ Stop Here" at a campus rally against high tuition at the university and a planned increase next year.

Many students tore up fee-bill forms to protest the tuition, which now stands at $6,150 a year. University officials have indicated fees will rise next year but have not determined by how much.

▪ Students to Be Named Trustees in Massachusetts

Gov. Edward J. King of Massachusetts has signed into law a bill authorizing student membership on the five boards of trustees that govern the state's 28 public colleges and universities. Each of the five boards will be enlarged from eight members to nine. The new trustees will be elected by their respective student bodies.

Notes from Nashville

NASHVILLE

The weekend on which the Country Music Association gives out its annual awards brings to this city packs of recording executives and busloads of tourists. The recording executives, who wear their hair in pompadours and their shirts open to the second button, gather in the cocktail lounge of the Hyatt Regency to watch the glass elevators rise and fall. The tourists, who wear Stetsons and sensible shoes, visit the Country Music Stars Café to watch the neon lights blink. The stars themselves keep out of sight.

But in the carrels of the law library at Vanderbilt University here, the second-year law students are not humming Dolly Parton songs as they pore over their casebooks. The voice that repeats and repeats in their ears is that of Frank Sinatra, and he is singing "New York, New York."

The law students, weighted down by the *Internal Revenue Code of 1954* and gnawing unconsciously at their hangnails, live in a tight little world all their own. Nashville might as well be a thousand miles away.

It is, just now, a world of intense uncertainty. The second-year students are trying to line up jobs for the coming summer. This year, they cannot afford to grill hamburgers at a Dairy Queen in Kansas City, no matter how much it pays. They need jobs with law firms—firms that will, according to the traditional plan, probably hire them permanently when law school is over.

Bullets and Flybacks

Such jobs are hard to come by. The law students dress ever so carefully for their 20-minute on-campus interviews—and try hard to appear calm. They send to distant cities dozens of résumés with dozens of cover letters; they worry each afternoon when, during a study break, they trudge back to their apartments to open the mail.

They can tell just by hefting the envelope whether the news is good or bad. Thin envelopes contain one-page rejection letters that the law students call "bullets." *Please*, the bullets warn in the cold, measured tones of a Selectric II form letter, *do not construe our decision as a judgment about your personal qualities or your competence.*

The law students, sprawled across the living-room floor, drinking last night's coffee warmed over, read the bullets aloud to one another. They laugh at the patronizing disclaimers, but the laughter sounds forced.

They all understand about the numbers. Only a few of them can be in the top 10 per cent of the class, only a few can be on the law review. But they can't help thinking, as the bullets pile up in desk drawers, that if they had been allowed an extra 10 minutes with the interviewer, they could have changed his mind about their personal qualities, or that one more draft of the résumé would have shown their competence in a better light.

A Terrible Secret

Once in a great while, a law student gets a fat envelope: a "flyback," so called because a firm offers to fly a student back to the home office for an interview there.

A flyback!—fat with pages of instructions about making appointments and airline reservations. And what a terrible secret! Because a law student can't talk about a flyback. That would be boastful, and law students, although extremely competitive, are too well mannered to boast. But the others in the living room notice the sudden silence, the severely repressed smile. *A flyback! My God, he's got a flyback!*

There is little time for celebration: The law library and the *Internal Revenue Code of 1954* are waiting.

According to the ritual the second-year students have developed, they need not go directly to their dusty carrels. First, they check the law students' message board. Then, they visit the law students' locker room and the bulletin board where sign-up sheets for interviews are posted. ("Birmingham? Did I really sign up for a firm in *Birmingham*?")

The last stop is the law students' lounge, deep inside the building. It has a few vending machines and a television set, but the main attraction is an electronic game (bless its quarter-starved little circuits!) called Pac-Man. With a wide-eyed law student at the controls, the noisy Pac-Man races around his maze, at first fleeing red monsters and later, when for no particular reason the monsters have turned blue and become harmless, zapping them into oblivion.

In law school, where layers of intricate artifice obscure substance, it is reassuring to be able to zap a monster—even a harmless blue one—into oblivion. It helps the second-year students survive.

—LAWRENCE BIEMILLER

20 Pct. of Science-Faculty Members Who Leave Departments Take Jobs Outside Higher Education, an NSF Study Reveals

WASHINGTON

A study by the National Science Foundation of faculty members in engineering and science has revealed that about a fifth of those who leave their departments take nonacademic positions.

A larger proportion, 34 per cent, leave to take other academic jobs, the N.S.F. estimates. About 20 per cent of faculty vacancies in science and engineering occur because of retirement and 4 per cent because of death or illness, according to the study.

Failure to receive tenure accounts for 12 per cent of the departing faculty members.

The N.S.F. study was based on data obtained in a 1980 survey of approximately 1,500 departments that offer Ph.D. degrees in science and engineering.

The data included reasons for departure of faculty members who had held jobs in those departments the previous year.

The departing professors amounted to 5 per cent of the total number of faculty members in the science and engineering departments, the science foundation estimates.

Faculty members in engineering departments were the most likely to leave to accept nonacademic jobs and the least likely to leave because they had been denied tenure, the N.S.F. study found.

The 28 per cent of faculty members in engineering departments who took nonacademic jobs compares with 13 per cent who did so in the social sciences and 14 in the biological sciences.

Only 1 per cent of the faculty members leaving engineering departments had been denied tenure, compared with 9 per cent who left faculty positions in mathematical sciences for that reason.

The low rate of tenure denial in engineering departments, the N.S.F. report says, "presumably is caused by the difficulty colleges of engineering have had in filling faculty slots and the resulting eased competition for tenure."

—JACK MAGARRELL

Why Scientists and Engineers Leave Faculty Jobs

Field	Per cent of faculty leaving	Retirement	Illness or death	Another academic position	Non-academic position	Failure to receive tenure	Other
Engineering	6%	23%	5%	32%	28%	5%	7%
Physical sciences	4%	27%	6%	21%	23%	13%	10%
Biological sciences	5%	23%	4%	32%	14%	16%	11%
Mathematical sciences	6%	11%	5%	39%	20%	12%	13%
Social sciences	6%	19%	3%	39%	13%	14%	12%
Psychology	5%	12%	2%	42%	21%	17%	6%
Total	5%	20%	4%	34%	20%	12%	10%

Note: Estimated for full-time faculty members who left the positions they held in 1978-79 in departments offering Ph.D. degrees in the science and engineering fields, based on data from approximately 1,500 such departments.

SOURCE: NATIONAL SCIENCE FOUNDATION

CHRONICLE SURVEY

9-Month Faculty Salaries for 1981-82

Averages According to Age

	Public		Private		All	
	Average salary	Increase over 1980-81	Average salary	Increase over 1980-81	Average salary	Increase over 1980-81
Ph.D.-granting universities						
35 or under	$21,112	9.2%	$23,184	11.9%	$21,666	10.0%
36 to 45	26,921	10.4%	31,832	13.2%	28,233	11.2%
46 to 55	30,564	7.3%	35,646	10.4%	31,922	8.2%
56 to 65	33,189	6.7%	38,209	9.1%	34,530	7.4%
Institutions granting other graduate degrees						
35 or under	$20,402	9.9%	$19,699	10.9%	$20,213	10.2%
36 to 45	24,669	8.9%	22,190	12.0%	24,002	9.7%
46 to 55	26,897	7.0%	25,976	9.5%	26,649	7.6%
56 to 65	27,233	7.4%	28,682	10.2%	27,623	8.2%
Institutions granting only bachelor's degrees						
35 or under	—	—	$17,254	10.5%	$17,254	10.5%
36 to 45	—	—	19,985	9.5%	19,985	9.5%
46 to 55	—	—	23,117	10.1%	23,117	10.1%
56 to 65	—	—	24,034	10.2%	24,034	10.2%
2-year colleges						
35 or under	$19,145	10.2%	—	—	$19,145	10.2%
36 to 45	22,262	9.1%	—	—	22,262	9.1%
46 to 55	23,494	8.7%	—	—	23,494	8.7%
56 to 65	23,281	8.6%	—	—	23,281	8.6%
All institutions†						
35 or under	$20,263	9.8%	$20,198	11.2%	$20,246	10.1%
36 to 45	24,684	9.5%	24,763	11.9%	24,705	10.1%
46 to 55	27,071	7.5%	28,386	10.0%	27,414	8.2%
56 to 65	27,973	7.4%	30,575	9.8%	28,652	8.1%

Comparisions by Tenure Status

	All institutions	All public institutions	All 4-year institutions	4-year public institutions	4-year private institutions	2-year public institutions
Ph.D.-granting universities						
Tenured						
Average salary	$32,038	$30,724	$32,038	$30,724	$35,640	—
Change from previous year	9.3%	8.5%	9.3%	8.5%	11.1%	—
Nontenured (tenure track)						
Average salary	$22,559	$22,084	$22,559	$22,084	$23,861	—
Change from previous year	9.8%	8.9%	9.8%	8.9%	12.0%	—
Not on tenure track						
Average salary	$19,621	$17,254	$19,621	$17,254	$26,113	—
Change from previous year	8.7%	7.6%	8.7%	7.6%	10.8%	—
Institutions granting other graduate degrees						
Tenured						
Average salary	$26,263	$26,487	$26,263	$26,487	$25,654	—
Change from previous year	8.6%	7.9%	8.6%	7.9%	10.8%	—
Nontenured (tenure track)						
Average salary	$21,232	$21,448	$21,232	$21,448	$20,647	—
Change from previous year	9.6%	9.3%	9.6%	9.3%	10.3%	—
Not on tenure track						
Average salary	$17,332	$16,836	$17,332	$16,836	$18,678	—
Change from previous year	9.8%	9.5%	9.8%	9.5%	10.6%	—
Institutions granting only bachelor's degrees						
Tenured						
Average salary	$23,076	—	$23,076	—	$23,076	—
Change from previous year	10.2%	—	10.2%	—	10.2	—
Nontenured (tenure track)						
Average salary	$17,260	—	$17,260	—	$17,260	—
Change from previous year	10.0%	—	10.0%	—	10.0%	—
Not on tenure track						
Average salary	$16,719	—	$16,719	—	$16,719	—
Change from previous year	8.6%	—	8.6%	—	8.6%	—
All types combined†						
Tenured						
Average salary	$27,280	$26,941	$28,332	$28,377	$28,241	$23,424
Change from previous year	8.9%	8.3%	9.0%	8.2%	10.8%	8.7%
Nontenured (tenure track)						
Average salary	$20,978	$21,038	$21,425	$21,732	$20,807	$19,340
Change from previous year	9.9%	9.6%	9.7%	9.2%	10.8%	10.7%
Not on tenure track						
Average salary	$18,403	$17,629	$18,208	$17,022	$20,584	$19,114
Change from previous year	9.3%	8.9%	9.2%	8.6%	10.2%	9.5%

— Not applicable or insufficient data for reliable estimate.
† Does not include institutions where faculty members do not have academic ranks.

Note: Survey data are based on responses of 4,319 individuals, weighted to represent full-time faculty members on nine-month contracts at colleges and universities of all types except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students. Faculty members in the group from which the sample was drawn offered courses in the fall of 1980. Those hired for their first faculty jobs in the fall of 1981 were not included. Salary figures do not include the value of contributed services of members of religious orders or others. There is a 95-per-cent probability that the average salary figure for tenured faculty members of all institutions is within $180 of the average found in the sample. The "95-per-cent confidence intervals" for other salary averages are included in a technical report on survey design and sampling statistics that will be available from John Minter Associates late in January. Specific questions may be addressed to John Minter Associates, P.O. Box 107, Boulder, Colo. 80306.

SURVEY DESIGNED AND CONDUCTED FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES

FACT-FILE

Administrators' Salaries

Median amounts estimated for 1981-82

Position	Median salaries: Public institutions	Median salaries: Private institutions
Chief executive of a system	$59,240	—
Chief executive of a single institution	53,364	$50,000
Executive vice-president	43,000	34,000
Chief academic officer	43,200	36,850
Chief business officer	41,272	33,800
Chief student-affairs officer	38,181	27,273
Chief development officer	38,041	33,600
Chief public-relations officer	31,030	20,500
Chief planning officer	36,183	28,000
Director, personnel and human resources	31,450	23,980
Chief health-professions officer	36,976	—
Chief budgeting officer	32,232	31,008
Director, legal services	36,796	—
Registrar	29,376	20,905
Director, church relations	—	17,000
Director, learning-resources center	30,777	19,533
Director, library services	33,228	23,000
Director, computer services	32,652	25,000
Director, educational-media services	28,332	19,763
Director, institutional research	29,700	22,600
Director, special and deferred gifts	32,000	20,375
Administrator, grants and contracts	31,000	22,900
Director, affirmative action, equal employment	26,665	23,300
Director, employee training	26,106	—
Comptroller	32,320	27,000
Director, internal audit	26,500	24,000
Bursar	26,000	24,000
Director, food services	26,076	20,500
Director, physical plant	30,012	23,250
Director, purchasing	25,323	20,000
Director, bookstore	21,487	14,800
Director, campus security	24,901	19,070
Director, information systems	31,700	31,500
Director, news bureau	23,073	17,760
Director, auxiliary services	27,848	21,818
Director, admissions	29,500	24,550
Director, foreign students	28,619	22,650
Director, international-studies education	36,118	—
Director, student financial aid	25,737	19,000
Director, student placement	25,901	19,770
Director, student counseling	28,500	20,700
Director, student union	25,992	20,550
Director, student health services (physician)	50,936	33,500
Director, student health services (nurse)	19,848	15,900
Director, student housing	24,766	16,500
Director, athletics	34,020	26,300
Director, athletics, men's	31,399	—
Director, athletics, women's	24,221	16,133
Director, campus recreation and intramurals	25,428	18,667
Director, alumni affairs	22,000	18,000
Director, information office	23,856	17,280
Director, community services	28,971	18,000
Director, publications	26,574	18,000
Chief planning and budget officer	41,669	—
Chief development and public-relations officer	37,350	27,418
Director, personnel and affirmative action	26,883	20,800
Director, admissions and financial aid	28,860	33,508
Director, development and alumni affairs	—	30,000
Dean, architecture	46,500	—
Dean, agriculture	40,950	—
Dean, arts and letters	39,521	—
Dean, arts and sciences	44,300	45,000
Dean, business	39,487	30,240
Dean, communications	35,632	—
Dean, continuing education	36,557	31,788
Dean, education	41,988	29,567
Dean, engineering	40,800	40,000
Dean, extension	35,802	—
Dean, fine arts	39,487	29,200
Dean, graduate programs	43,500	29,000
Dean, health-related professions	38,503	—
Dean, home economics	44,034	—
Dean, humanities	36,610	22,800
Dean, instruction	39,487	—
Dean, law	—	56,500
Dean, library and information sciences	43,771	—
Dean, mathematics	30,000	24,684
Dean, medicine	68,601	—
Dean, music	38,400	36,800
Dean, nursing	35,594	26,421
Dean, vocational education	36,930	—
Dean, pharmacy	44,500	—
Dean, sciences	37,500	26,133
Dean, social sciences	35,450	23,680
Dean, special programs	28,645	—

— Not reported
Note: Median salaries are preliminary estimates, based on data from 96 public institutions and 79 private institutions.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

Council Probes Variations in Salaries of Male and Female Teachers

WASHINGTON

"Objective factors" cannot explain the differences in salary and academic status between male and female faculty members, says a study by the National Research Council.

Even when a sample of 5,164 male and female academics in the sciences, engineering, and the humanities were matched by educational background, academic field, and years of experience, differences in rank and salary persisted, says a report on the study.

"Objective factors alone cannot account adequately for the career differences which exist between male and female Ph.D.'s," it concludes.

The report cautions, however, that the survey findings "refer to possible indications of sex discrimination" only in the careers of women in academe, not in industry or other sectors.

The study by the council's Committee on the Education and Employment of Women in Science and Engineering was conducted to determine if reasons offered in the past for women's lack of advancement were valid—for example:

- That many women have earned doctorates only recently and thus are concentrated in the lower academic ranks.
- That women are less free to change jobs because of family ties.
- That female academics are likely to interrupt their careers for child-rearing and thus retard their professional advancement.

Instead, the study found that even when men and women were matched by the prestige of the educational institutions they had attended and were employed at, "differences in rank and salary remain *after* matching."

At each level of academic employment, the study found, "women are more likely than their matched male counterpart to be in a nonfaculty or junior faculty position."

Among those who earned doctorates 20 or more years ago, 87 per cent of the men are now full professors, compared with 67 per cent of the women. Of those earning their degrees between 10 and 19 years ago, "the man was 50 per cent more likely than the woman to have been promoted to full professor."

The report says the study found no evidence that affirmative-action goals had produced "reverse discrimination" in hiring doctorate holders. Even for academics who earned their degrees in the 1975-78 period, "involuntary unemployment was two and a half times higher for women than for men," according to the report.

The study found that academic women who had received Ph.D.'s before 1960 earned about 11 per cent, or an average of $3,800, less than men with similar backgrounds.

"Salary differences between young male and female Ph.D.'s in academe still exist even after controlling for type and quality of doctoral training," it found. "The largest differentials in pay for the post-1975 Ph.D.'s were found in chemistry ($3,300) and the biological sciences ($2,100)."

Concerning possible obstacles to women's advancement due to family responsibilities, the study found that only 10 per cent of the female academics with young children had dropped out of the labor force. "Moreover, relatively few women doctorates—less than half—have children," the report says.

The study found that among junior faculty members "the women were somewhat more likely than the men to have moved to a new institution." It found that "unmarried women or those without children do not fare any better in faculty promotions than married women with children."

Copies of the report, *Career Outcomes in a Matched Sample of Men and Women Ph.D.s*, may be obtained from the National Academy Press, National Academy of Sciences, 2101 Constitution Avenue, N.W., Washington 20418. —CHERYL M. FIELDS

Pay Rises 9.5 Pct. for Adminstrators at Colleges

WASHINGTON

The salaries of administrators in higher education have gone up 9.5 per cent this year, the College and University Personnel Association estimates.

Based on preliminary data from its annual survey, the estimate compares with an average salary increase of 8.9 per cent for faculty members in the Chronicle Survey's national sampling this fall (*The Chronicle*, November 11).

Last year, administrators' salaries rose 8.7 per cent, according to the personnel association.

For 1981-82, the median salary for presidents of public colleges and universities is $53,364, according to the preliminary data from the association's survey. At private institutions, the median is $50,000.

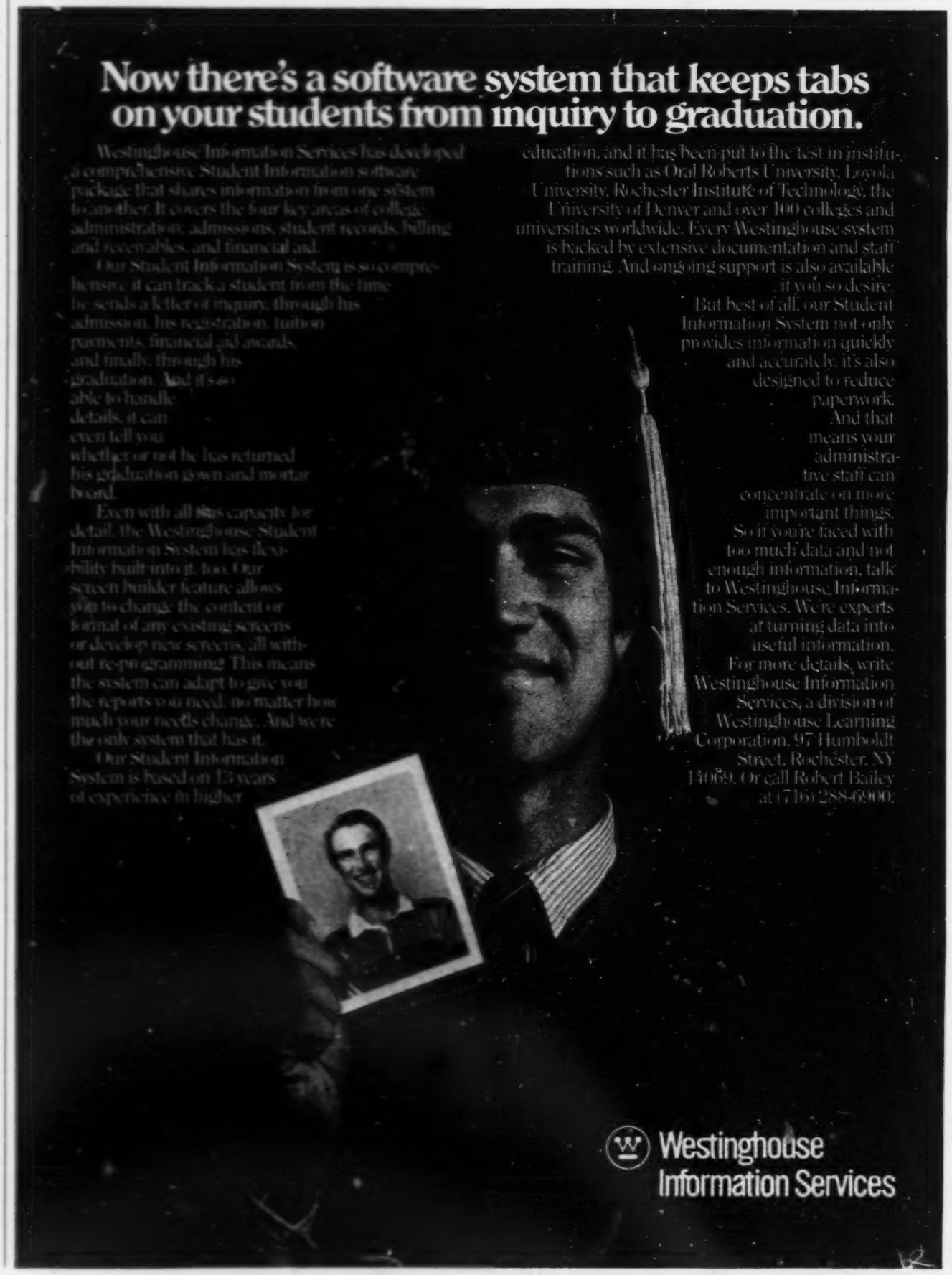
Half of the chief academic officers—provosts, vice-presidents for academic affairs, and the like—have salaries of $40,025 or above. That is 12.5 per cent higher than last year's median.

Other one-year increases in median salaries estimated by the personnel association include: chief business officers, up 10.8 per cent to $38,425; chief development officers, up 16.8 per cent to $35,016; personnel directors, up 14.3 per cent to $29,515.

The median salary for directors of men's athletics is $30,967, compared with $23,366 for directors of women's athletics.

The overall average salary increase of 9.5 per cent for administrators was estimated by the personnel association on the basis of data from 138 institutions that reported salaries for both 1980-81 and 1981-82.

The association's final, detailed report on adminstrators' salaries for 1981-82 is scheduled for publication in January. —JACK MAGARRELL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Continued from Page 1

that they do not want to break away from the N.C.A.A. over the television-contract issue. Some have predicted, however, that a split will be unavoidable unless the athletic association agrees to give the football powers major concessions at this week's special convention.

"The future of the N.C.A.A. is at stake," said H. Boyd McWhorter, commissioner of the Southeastern Conference, which includes 10 C.F.A. members. "Although I applaud the N.C.A.A. for taking this step, we're going to have to wait and see if its actions are significant enough to make an impact."

Tougher Rules for Top Divisions

The N.C.A.A. members will consider four proposals during the convention that would make it more difficult for new teams to join the association's top basketball division.

But much of the debate is expected to focus on various proposals for reducing the size of the top football division.

Under current rules, Division I-A football includes 137 members, each of whom must maintain an average attendance of 17,000 per home game and have a stadium with a minimum of 30,000 seats, or have 12 or more Division I sports in addition to football.

One proposal, introduced by leading C.F.A. members, would create what has been described as a "super-division" of football teams within the N.C.A.A. The new "Division IV" would eliminate the 12-sport option and raise the average home-game attendance requirement to 20,000. It would maintain the 30,000-seat-stadium requirement.

N.C.A.A. officials have estimated that the proposed new division would be limited to 77 members, who would move up from Division I-A.

Another proposal, introduced by the Big 8 Conference, whose members are also in the C.F.A., would take away the 12-sport option for members in Division I-A and keep the 17,000-attendance and 30,000-seat-stadium requirements. That proposal would leave 83 institutions in Division I-A, with the rest moving down to Division I-AA, according to N.C.A.A. estimates.

The N.C.A.A. Council has proposed a third change, which resembles the Big 8 proposal except that it includes several exemptions and waiver procedures for certain colleges that do not meet the attendance and stadium-size requirements. The N.C.A.A. proposal would reduce the size of Division I-A to about 95 members.

One other proposal, introduced by members of the Ivy League, would lessen the current restrictions on Division I-A membership by reducing the attendance requirement to 15,000 per game and the stadium-size requirement to 25,000 seats. "I don't think that one has much of a chance," said an N.C.A.A. spokesman.

'Borderline Schools' Resist

Persuading institutions to vote to step down from Division I won't be easy, said Mr. McWhorter of the Southern Conference. "We're going to get a lot of resistance from the borderline schools, the ones who want to play major college football but don't have the money to pay for it."

Acceding to the football association's demands for a speedy reorganization, the N.C.A.A. also has proposed that institutions be required to comply with any changes in membership criteria immediately, rather than allowing them the usual two-year grace period.

In another important concession to the C.F.A., the N.C.A.A. Council has proposed that in the future only institutions with football teams in a particular division be allowed to vote on television policies affecting that division.

That proposal would be introduced at the association's regular meeting in January.

In a more controversial proposal stemming from the television dispute, the C.F.A. would prohibit the athletic association from taking over "property rights" of its members. Officers of the N.C.A.A. are strongly opposed to that proposal, charging that it would strip the association of its authority to govern athletic events.

The C.F.A. includes all major football conferences and independent colleges except the Pacific-10 and the Big 10 Conferences. Since it was formed in 1977, its members have repeatedly expressed dissatisfaction with the way smaller colleges control such matters as limits on scholarships, the size of coaching staffs, and recruiting.

Over the past four years, the N.C.A.A. membership has turned down every major proposal offered by C.F.A. members. But by challenging the N.C.A.A. on the television issue, the C.F.A. leaders believe they will finally get a hearing in the larger organization.

The football association's television deal—which would take many of the most popular teams out of the N.C.A.A.'s television package—"gave us the sort of leverage we needed to get the N.C.A.A. to listen to our complaints," Mr. McWhorter said.

"I guess you could compare it to the old story about the farmer hitting the mule with a two-by-four to get its attention."

FACT-FILE

Job Interests of Journalism Students

Area of job interest	White Number	White Per cent	Black Number	Black Per cent	Hispanic Number	Hispanic Per cent	All students † Number	All students † Per cent
Public relations	2,389	18.3%	171	15.1%	47	13.9%	2,793	17.7%
Advertising	2,187	16.8%	110	9.8%	35	10.3%	2,505	15.9%
News and editorial								
Daily newspapers	1,506	11.6%	61	5.4%	38	11.2%	1,722	10.9%
Wire services	68	0.5%	3	0.2%	3	0.8%	86	0.5%
Community newspapers	339	2.6%	10	1.0%	5	1.4%	383	2.4%
Radio-television news	1,021	7.8%	209	18.5%	35	10.3%	1,381	8.8%
Radio-television production	824	6.3%	181	16.1%	44	13.0%	1,144	7.3%
Magazines	994	7.6%	54	4.8%	14	4.1%	1,171	7.4%
Photojournalism	546	4.2%	34	3.0%	18	5.4%	651	4.1%
College teaching	128	1.0%	12	1.0%	—	—	161	1.0%
High-school teaching	94	0.7%	4	0.3%	7	2.0%	117	0.7%
Journalism research	47	0.3%	3	0.2%	1	0.3%	69	0.4%
Journalism graduate school	137	1.0%	45	4.0%	8	2.3%	198	1.3%
Other journalism interest	563	4.3%	43	3.7%	14	4.1%	663	4.2%
Nonjournalism interest	292	2.2%	14	1.2%	7	2.0%	347	2.2%
Law school	58	0.4%	12	1.0%	1	0.3%	75	0.5%
Undecided	1,820	14.0%	162	14.4%	62	18.3%	2,287	14.5%
Other	20	0.1%	—	—	3	0.8%	—	—
Total number of women	7,760	59.5%	729	64.6%	192	56.1%	9,370	59.7%
Total number of men	5,273	40.5%	398	35.4%	150	43.9%	6,321	40.3%
Total ††	13,033	100.0%	1,127	100.0%	342	100.0%	15,776*	100.0%

† Graduate and undergraduate students majoring in journalism at 54 institutions.
†† Some columns do not add to exact totals because of rounding.
* Includes 85 students not identified by sex.

SOURCE: PAUL V. PETERSON, OHIO STATE UNIVERSITY

Daily Journalism Lures Few Students

COLUMBUS, OHIO

Only one in nine students majoring in journalism is interested in news or editorial work on a daily newspaper, a national survey has found. One in three wants to work in advertising or public relations.

According to Paul V. Peterson, professor of journalism at Ohio State University, who has surveyed journalism enrollment every year since 1968, the number of students majoring in journalism has grown from an estimated 11,390 in 1960 to 75,000 in 1980. But, he says, "the number of current students who are contemplating work on newspapers upon graduation is consistent with the potential number of openings each year, contrary to suggestions in the past."

According to the data obtained in the fall of 1980 from 54 colleges and universities with journalism programs, nearly 60 per cent of all students majoring in journalism are women. The students interested in newspaper careers are about equally divided between men and women.

More than 88 per cent of the majors are white non-Hispanics, Mr. Peterson found. Fewer than 8 per cent are black; about 2 per cent are Hispanic.

Former Player Is Convicted in College Basketball Fix

NEW YORK

A former Boston College player was convicted with four other men last week of conspiring in a gambling scheme to manipulate the final scores of six basketball games during the 1978-79 season.

Richard Kuhn, 26, who was then a reserve forward on Boston's team, was paid $2,500 per game and given cocaine and Quaaludes for attempting to shave points from the games, according to testimony at the jury trial in U.S. district court in Brooklyn.

Convicted with Mr. Kuhn were James Burke, of New York, a convicted extortionist who is serving time for a parole violation; Paul Mazzei, of Pittsburgh, in jail on a narcotics conviction; and two brothers, Anthony Perla and Rocco Perla, of Braddock Hills, Pa. Rocco Perla and Mr. Kuhn were high-school classmates.

According to witnesses who testified for the government during the five-week trial, the defendants were involved in a gambling syndicate that attempted to win large sums of money by beating the final point spreads set by bookmakers before the games. As it turned out, the witnesses said, the syndicate won money on only three of the games involved, lost money on two, and broke even on the sixth.

Each of the five defendants could receive a maximum sentence of 30 years in jail and $45,000 in fines. Their lawyers said they would appeal.

The point-shaving scheme came to light last winter when U.S. Justice Department investigators were looking into Mr. Burke's suspected connection with the 1978 theft of $5.8-million from the Lufthansa cargo terminal at New York's Kennedy International Airport.

Henry Hill, a convicted extortionist and a government informant in the robbery case, told investigators that he was involved in the basketball gambling scheme. Given immunity from prosecution in the Boston College case as a key government witness, Mr. Hill testified that Mr. Kuhn and two other players, Ernie Cobb and Jim Sweeney, had been paid to shave points.

Mr. Sweeney, a co-captain of the 1978-79 team, testified that he had accepted $500 from Mr. Kuhn and agreed to help shave points, but that he had done nothing to carry out the agreement. Mr. Cobb denied any involvement.

The Brooklyn College case involves the first known incident of point shaving in college basketball since 1961, when 37 players from 22 colleges were charged with taking bribes to influence the outcome of basketball games.

Officials of the National Collegiate Athletic Association have described the Boston College case as an "isolated incident." The association works closely with the Federal Bureau of Investigation to monitor gambling activities and urges coaches to warn players not to become involved.

However, according to reports published last spring, the F.B.I. was investigating allegations that players in the Big 8 Conference had been involved in point-shaving schemes during the 1980-81 basketball season.

—LORENZO MIDDLETON

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